

Leaning Into Leadership

A Leadership Development Program

Six Sessions to Enhance Leadership Skills and Strategies

Overview

Our Leadership Development Program is designed to provide participants with both philosophical insights and practical strategies to enhance their leadership effectiveness. Spanning six comprehensive sessions, this program covers the art of leadership, core fundamentals, and actionable planning tailored to each participant's unique context.

Sessions are held virtually with a professional cohort, featuring interactive discussions, hands-on activities, and reflection on real-world experiences. Each cohort is tailored to the participant's needs, focusing on the areas below.

Session One: The Art of Leadership & Self-Assessment

This session dives into self-assessment, allowing participants to reflect on their current leadership styles and identify areas for improvement. By understanding their strengths and weaknesses, participants can develop a targeted approach to personal growth.

Four Fundamentals of Leadership

Focused on the four fundamental pillars of leadership, this session explores critical components such as vision, motivation, communication, and accountability. Through philosophical discussions and interactive exercises, participants will uncover essential principles that underpin effective leadership.

Session Two: Systems Design & Vision Casting

Systems design and vision casting are crucial for strategic leadership. This session provides practical strategies for designing efficient systems and casting a compelling vision that inspires and drives teams towards common goals. Participants will learn how to develop and implement a clear, cohesive strategy.

Session Three: Professionalism

Professionalism is a cornerstone of effective leadership. This session addresses the importance of maintaining a high standard of professionalism in various leadership contexts. Participants will engage in exercises that highlight best practices and strategies for fostering a professional environment.

Session Four: Communication

Effective communication is vital for successful leadership. This session focuses on enhancing participants' communication skills, including active listening, clear articulation, and constructive

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feedback. Practical activities will help participants refine their communication techniques, ensuring they can effectively convey their vision and engage their teams.

Session Five: Staff Engagement & Retention

Meaningful engagement of staff is a strong retention strategy and increases job satisfaction, a sense of community, and supports high quality service delivery. This session focuses on simple engagement strategies that improve staff retention and can be implemented into any program. Sessions are facilitated virtually and include interactive discussions, hands-on activities, and time to reflect on real world experiences.

Session Six: Professional Leadership Planning

This session provides participants with the opportunity to set goals for their professional development based on the materials, discussions, and activities from previous sessions. Additionally, it allows them to develop a timeline of activities. Participants will complete the Leadership Development Program with an individualized plan tailored to their specific leadership growth needs.

Conclusion

By the end of the Leadership Development Program, participants will have gained valuable insights and practical tools to elevate their leadership capabilities. Each session is crafted to provide a balanced mix of philosophical material and practical planning, empowering participants to lead with confidence and effectiveness.

Format

Monthly virtual sessions (2 hr. training/discussion/peer reflection): 6 sessions in total

Monthly check in for each participant

Monthly skill/assignment practice

Participant & Program Goal Setting

Participant Workbook: training notes included

Each monthly session cost: \$150 per participant per session: Per month payments or Pay in Full
(Multiple participants from same agency and Pay in Full discounts provided)

Enroll in all sessions or choose the sessions that best fit your professional development plan.

To Enroll: Contact: Dana Staser, staserdana@gmail.com, 480-678-9465